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SERIAL NO. 09/895,886
DOCKET NO. AUS920010236US1

JAN 06 2006

DATE: January 6, 2006

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:	§	Group Art Unit: 2164
Calderaro, et. al.	§	
Serial No.: 09/895,886	§	
Filed: June 29, 2001	§	
Title: <u>System and Method for</u>	§	Intellectual Property Law Dept.
<u>Improved Personnel</u>	§	11400 Burnet Road
<u>Compensation Planning Factors</u>	§	Austin, Texas 78758

INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
Washington, D.C. 20231


Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

By 
Joseph T. Van Leeuwen
Van Leeuwen & Van Leeuwen
Attorneys for Applicant
Registration No. 44,383
Telephone: (512) 301-6738
Facsimile: (512) 301-6742

File No. IBM-AUS-1030

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DATE: January 6, 2006Number of Pages to Follow (including this cover sheet) 14

SEND TO: United States Patent Office
Examiner: Harbeck, Timothy M.
Group Art Unit: 2164
Tel No: (571) 272-8123
Fax No: 571-273-8300

FROM: Joseph T. Van Leeuwen
Van Leeuwen & Van Leeuwen
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Docket No. AUS920010236US1

Serial No. 09/895,886

Atty: MSW / JVL

Applicant: Calderaro, et al.

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<input type="checkbox"/> Amendment (<input type="text"/> pages)	<input type="checkbox"/> Notice of Appeal
<input type="checkbox"/> Amendment AF	<input type="checkbox"/> Appeal Brief (3 copies)
<input type="checkbox"/> Ext. of Time	<input type="checkbox"/> Reply Brief
<input checked="" type="checkbox"/> IDS Statement	<input type="checkbox"/> Change of Address
<input checked="" type="checkbox"/> Form PTO-1449 (Modified)	
<input checked="" type="checkbox"/> Other: <u>Copies of 2 non-patent references cited in Form PTO 1449 (9 pages)</u>	

Deposit Acct. No. 09-0447

Fees: Amendment Notice of Appeal Appeal Brief Other \$ 0.00

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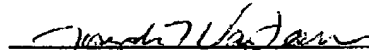
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Joseph T. Van Leeuwen

1/6/06
Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

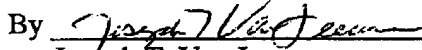
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- ☒ Modified form 1449 listing 2 references;
- ☒ Copies of 2 non-patent references (9 pages);

37 CFR § 1.97 is satisfied by the following:

- ☒ This IDS is being filed pursuant to CFR § 1.97(c) and:
 - ☒ no item of information contained in the information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application, and, to the knowledge of the person signing the certification after making reasonable inquiry, no item of information contained in the information disclosure statement was known to any individual designated in § 1.56(c) more than three months prior to the filing of the information disclosure statement.
- ☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.
- ☒ Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By 
Joseph T. Van Leeuwen
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Atty Ref. No. 1030

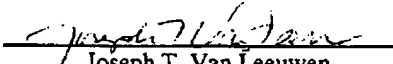
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 Joseph T. Van Leeuwen	1/6/06 Date

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Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

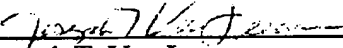
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- ☒ Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

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Atty Ref. No. 1030

In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,886Applicant: Calderaro, et. al.Filing Date: 6/29/2001Group: 2164Atty. Docket No. AUS920010236US1**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT****U. S. PATENT DOCUMENTS**

<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Name</u>	<u>Classification Class / Subclass</u>	<u>Filing Date if Appropriate</u>
_____	AA				
_____	AB				
_____	AC				
_____	AD				
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_____	AH				
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_____	AJ				
_____	AK				
_____	AL				

FOREIGN PATENT DOCUMENTS

<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Country</u>	<u>Classification</u>	<u>Translation Yes No</u>
_____	AM				
_____	AN				
_____	AO				
_____	AP				

Examiner
Initial**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

_____	AQ	"Oracle seizes the future with retention training," <u>Workforce</u> , 78, 12, 88. Dec. 1999. From DIALOG file 148, 11713011.			
_____	AR	McNally, J. Stephen, "Retaining valued employees," <u>Pennsylvania CPA Journal</u> , vol. 71, no. 4, p. 24-28, winter 2000. From DIALOG file 15, 02096148.			
_____	AS				

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.